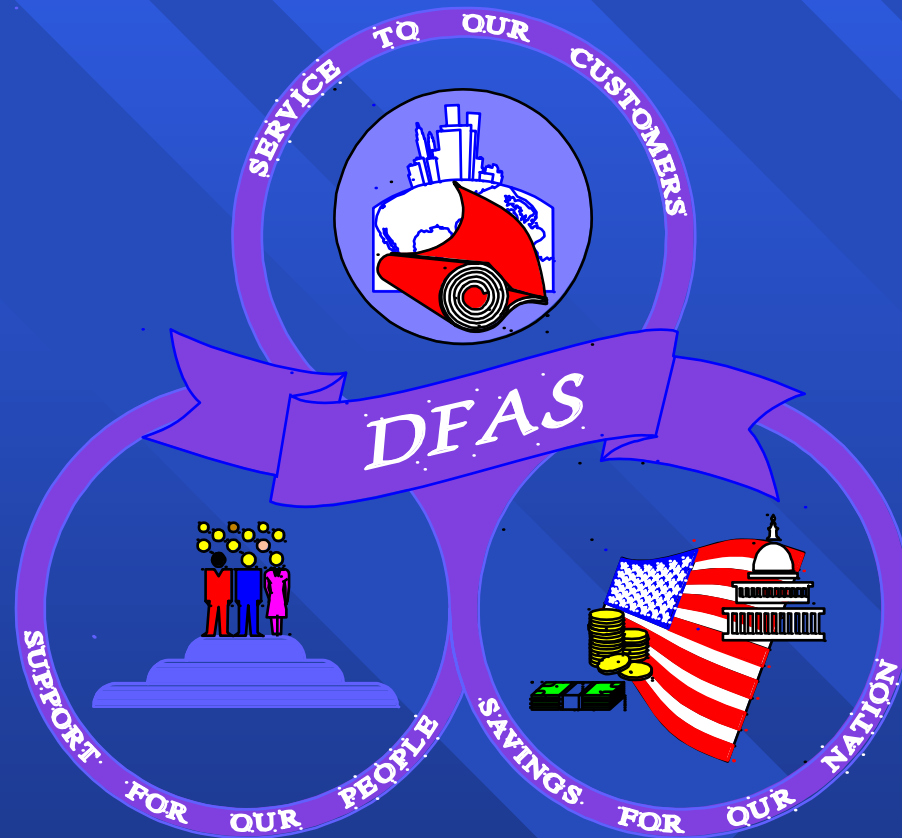# ASMC PDI 2000
DFAS Service Day
May 31, 2000

Philadelphia, Pennsylvania

DFAS MILITARY PAY MODERNIZATION STRATEGY

Presented By:

Mr. Ed Grysavage

DFAS-HQ/FM

GLOBAL TRANSITION

1986

- Single Threat
- Turbulent economy
- Active Force 2 M
  Sel Res Force 1.1M
- Ramp-up in
  Defense spending
- Family Demographics
  - Fewer married members
  - Spousal employment low

2000

- Global engagement
- Strong economy
- 2.4 M Total Force
- Downsizing,
  Out-sourcing
- Family Demographics
  - 55% Married
  - Spousal employment high

WHAT IS DIMHRS ?

Single, Fully-integrated **personnel and pay system**
for *all components* of the Military Services

To Correct Major Mission Deficiencies

- **Inflexible, Untimely, Inaccurate Interfaces**

- **Multiple, Redundant Systems and Data Capture**

- **Inconsistent Processes and Data**

- **Fragmented, Inaccurate Records**

- **Lack of Single, Comprehensive Record of Service**

- **Inability to Track Active and Reserve Status Changes**

- **Inability to Track Personnel**

KEY PROGRAM EVENTS

1992 — Program Initiated

1995 — Defense Science Board

- **Include Military Pay in *All-Service System***
- **Use Commercial-Off-The-Shelf Product(s)**

1998 — Mission Need Statement & Milestone 0 Approvals

1999 — Military Pay Modernization Program Linked to DIMHRS

2000 — Milestone I Approval & COTS Selection (Pending)

MILITARY PERSONNEL LIFE CYCLE

Training Enterprise

Recruiting & Accession

Initial Entry Training

Development

PAY

Veterans Affairs

Allocation

Manpower Enterprise

Separation & Retirement

Quality of Life

Sustainment

PEACE – MOB – CONFLICT – DEMOB – PEACE

MILPAY STRUCTURE

Active: 393K
Reserve: 196K
Total: 589K

**MILPAY
LOCATIONS
245**

**MILPAY
LOCATIONS
109**

Active: 528K
Reserve: 572K
Total: 1,100K

DFAS - DE
Air Force

DFAS - IN
Army

Active: 1,504K
Reserve:
1,034K
Total: 2,538K

Active: 409K
Reserve: 148K
Total: 557K

DFAS - CL
Navy

DFAS - KC
Marine Corps

Active: 174K
Reserve: 118K
Total: 292K

**MILPAY
LOCATIONS
650**

**MILPAY
LOCATIONS
927**

FUNCTIONAL COMPLEXITY & PROCESSING VOLUMES

Numerous Compensation Factors

- 120+ entitlements
- 8 types of pay increases
- 14 deductions
- 3100+ conditions, rules, variations
- Thrift Savings Plan
- Retirement Plan modification for personnel after Aug 1, 1986

Governed by

Volumes of Guidance

- 90+ Public Laws
- 80+ Statutes of Law
- 8 Titles of the U.S. Code
- 2000+ ComGen decisions
- Manuals, directives, instructions, Service policies

Resulting in

High Transaction Rates and Payment Counts

- 30M+ pay affecting transactions annually
- Mass pay increases
- 2 net pays/active member/month
- Up to 8 net pays/reservist/month
- 1.5M+ allotment payments/month
- Tax, insurance, Social Security payments, etc.

DFAS STRATEGY

- Current Military Pay Systems Will Be Maintained At a "Steady State" Level

- Near Term Customer Service Improvements and Workyear Relief

  - Deployment of Modern, Reusable Software Components
    - » Employee/Member Self Service (E/MSS)
    - » Defense Milpay Office (DMO)
    - » DTS Interface Automation

- DIMHRS Pay Module Development and Deployment

DIMHRS-DFAS CONTEXT

- DIMHRS (Pers/Pay)
  - Single, Integrated Personnel and Pay System using COTS and GOTS
  - Common Data Store
  - Series of Modules that use Common Data to Execute Personnel Functions
- DPM
  - Single Module Within DIMHRS (Pers/Pay)
  - Executes Pay Computation and Disbursement using the Common Data Store
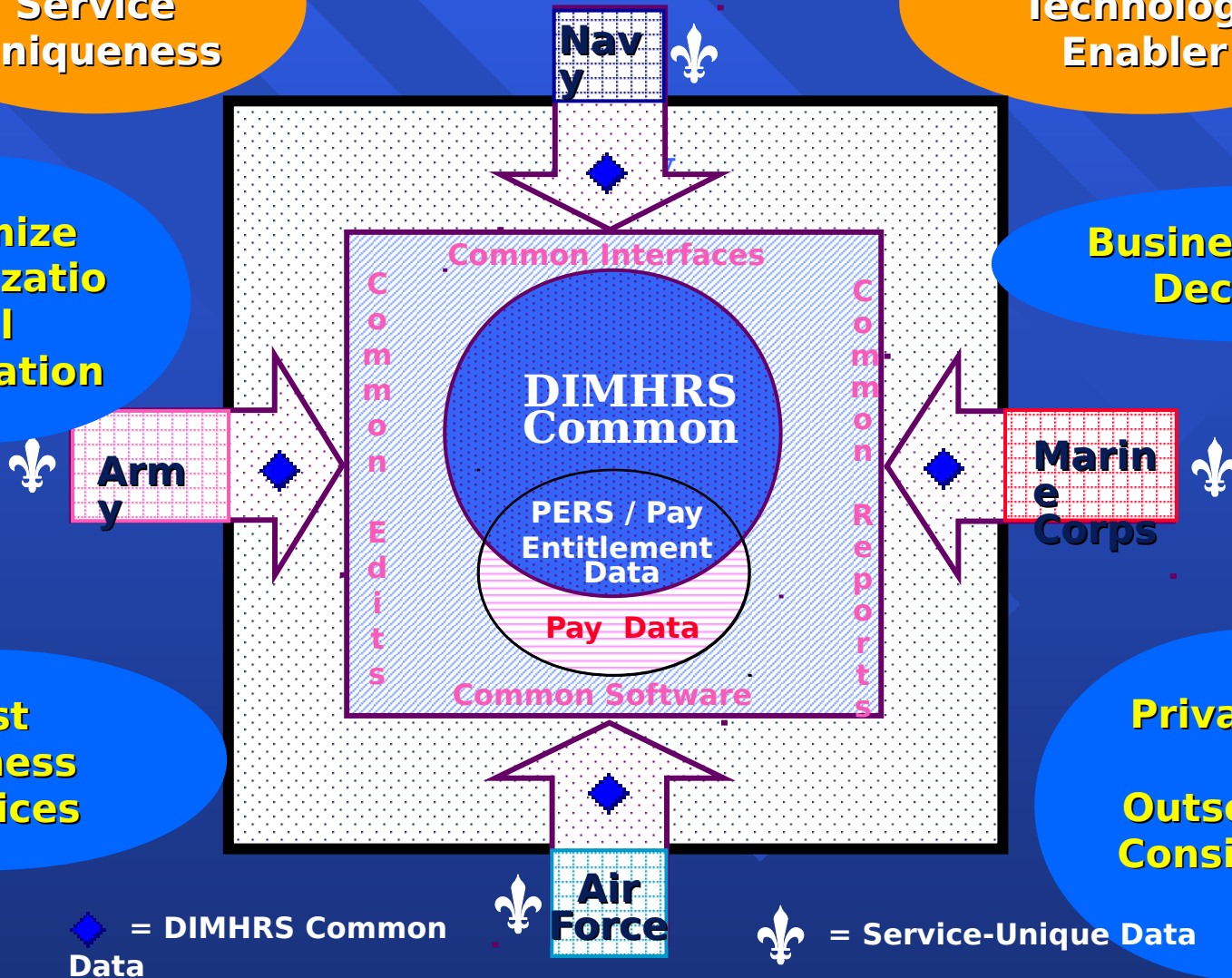
DIMHRS CONCEPT

Minimize Service Uniqueness

Information Technology Enabler
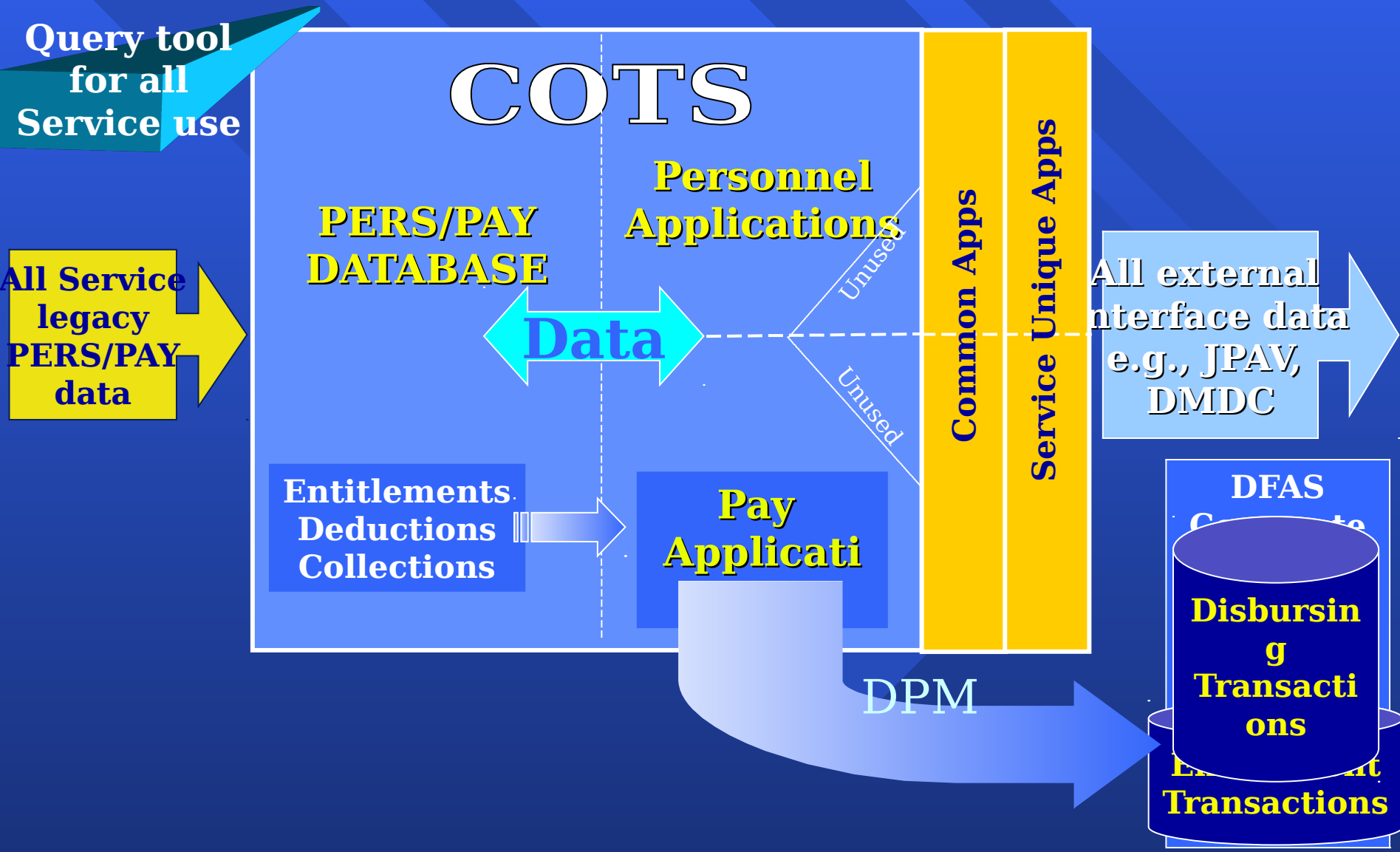
Minimize Organizational Duplication

Business Based Decisions

Best Business Practices

Privatization/ Outsourcing Considerations

Nav y

Common Interfaces

Common Edits

Common Reports

DIMHRS Common

PERS / Pay Entitlement Data

Pay Data

Common Software

Arm y

Marin e Corps

Air Force

◆ = DIMHRS Common Data

⚜ = Service-Unique Data

DIMHRS-DFAS CONTEXT

DMO MULTI-USER/SINGLE USER

Large Site - LAN Server

Current Information for Inquiry & Pre-Fill

Finance Office - Multiple PCs

Feedback

Transaction Processed

VPN

Batch Input

Replication

Current MMPA Information Replicated to Local Cache on the server or stand alone PC

NIPRNET

DMC Mechanicsburg

Batch Input

Replication

VPN

RDBMS

DJMS

AC　　**RC**

Small Site - Single Workstation
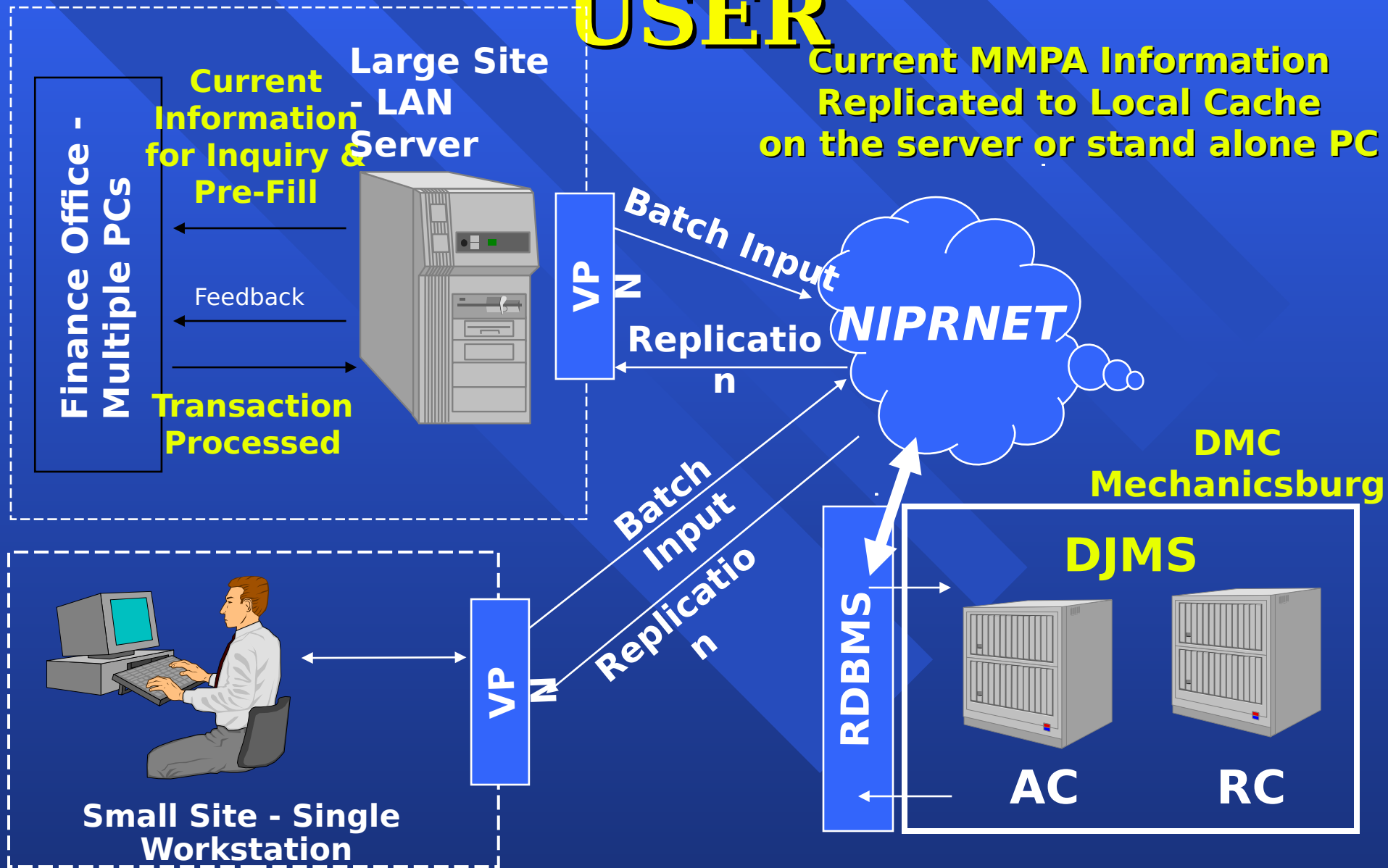
ADVANTAGES

- Replaces Outdated Legacy Pay Systems
- Reduces Complexity of
    Internal and External Interfaces
- Allows Pay Modernization Within an
        Approved and Funded Timeline
- Improves Responsiveness, Timeliness, and
        Accuracy of Pay-related Personnel Data
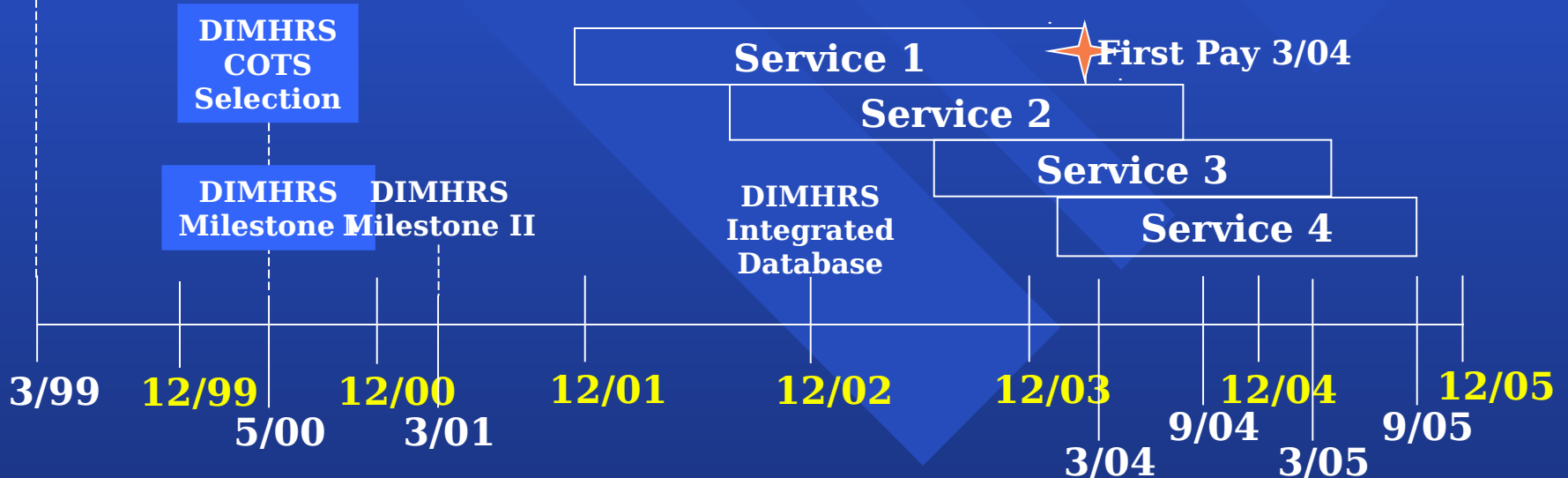
DPM NOTIONAL SCHEDULE

DPP Established

Planning

Requirements (Core) Service Unique

Design (System & Database)

Programming

Testing

DMO Implementation

DIMHRS COTS Selection

DIMHRS Milestone I

DIMHRS Milestone II

Service 1

First Pay 3/04

Service 2

Service 3

DIMHRS Integrated Database

Service 4

3/99 12/99 12/00 12/01 12/02 12/03 12/04 12/05
5/00 3/01 9/04 9/05
3/04 3/05

SUMMARY

- Current Systems Will Be Maintained to Meet
  Current Requirements

- Implementation of Modern, Reusable Software
  Components to Improve Customer Service

- DPM Integral Part of DIMHRS (Pers/Pay)

- Ensures Complete Pers/Pay Integration from

Questions
&
Answers